

People & Community First Action Plan Overview

October 2026



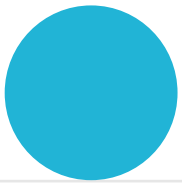
Director's Office of
Equity & Tribal Affairs (ETA)



Director's Office of Equity & Tribal Affairs

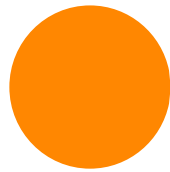
TRANSPORTATION EQUITY

- EAC
- EQI
- Director's Policy on Anti-Displacement



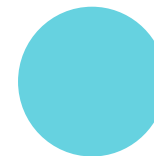
TRIBAL AFFAIRS

- Native American Liaison Branch
- NAAC
- Executive Committee for Tribal Affairs

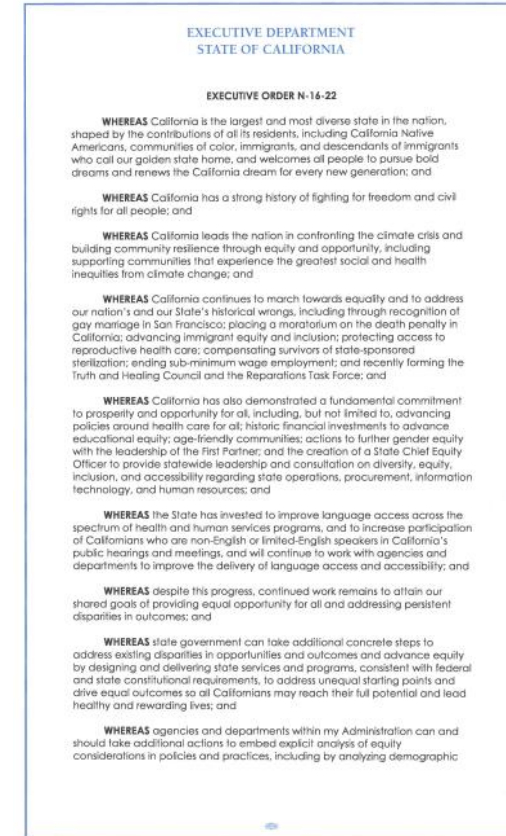
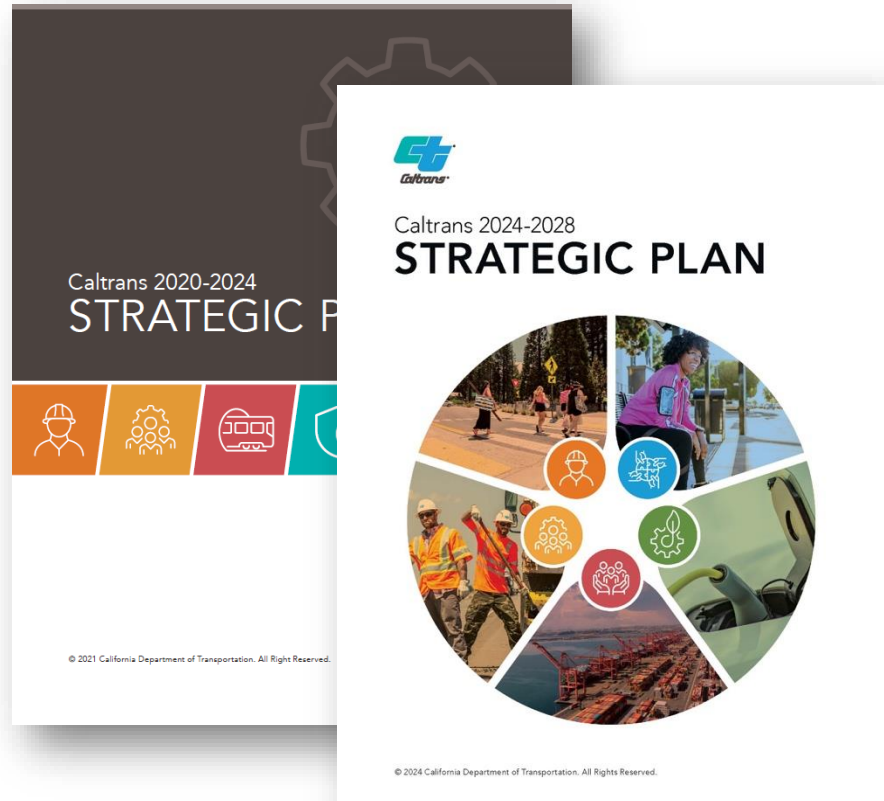


ADVANCING COMMUNITY ENGAGEMENT

- Engagement Playbooks
- Engagement Portal
- Equitable Engagement Toolbox
- Director's Policy on Community Engagement

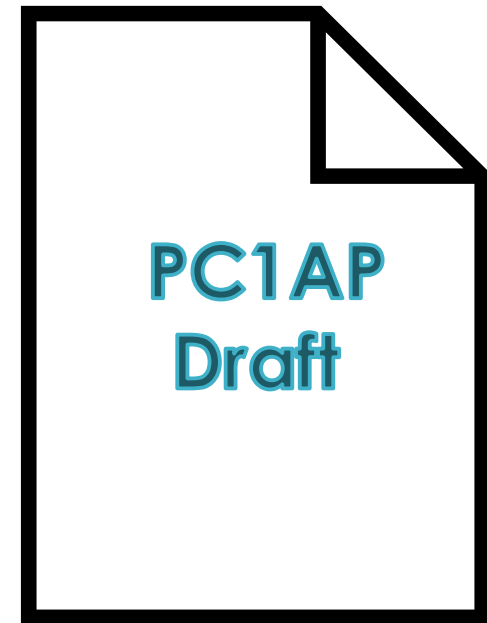


Why now?



EXECUTIVE ORDER N-16-22

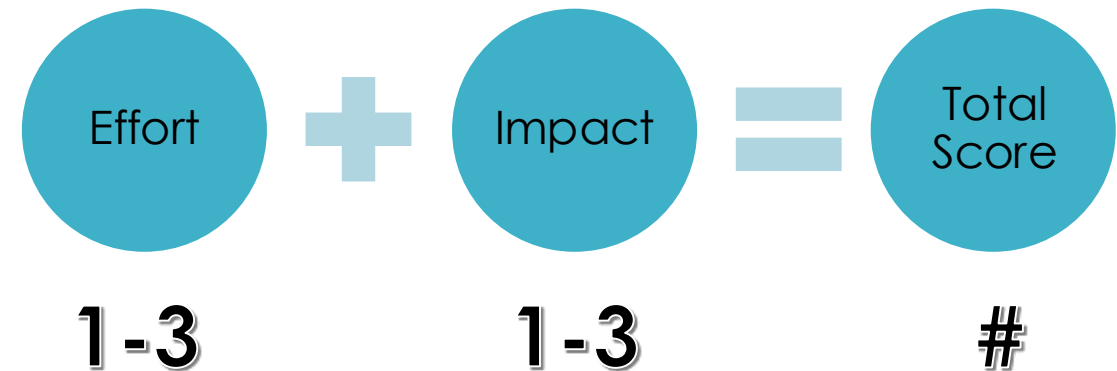
From Race & Equity Action Plan(REAP) to People & Community First Action Plan (PC1AP)



Collaborating to Advance Equity

HOW WE DEVELOPED THE PLAN

- 12 District meetings
- Over 20 HQ Divisions meetings
- 3 required District actions
 - Road Safety Infrastructure Plan
 - District Community Engagement Playbook
 - Internal District Equity Workgroup
- Menu of actions for Districts to select from (minimum 20 points)
- Custom actions from Districts & HQ Divisions



Building California's People First Future

Goal	Strategy & Example Actions
Safety	Collaborate with partners & underserved communities to improve safety
	• Develop District Road Safety Infrastructure Plans (all Districts)
Equity	Integrate intentional engagement across programs & projects
	• Develop District Community Engagement Playbooks (all Districts) • Host an Open Streets event (Districts 4, 7, 12) • Develop a Community Advisory Board (District 11)
Climate Action	Facilitate the transition to zero emission vehicles & infrastructure across all modes
	• Deploy 50% of electric vehicle chargers in disadvantaged and low-income communities (HQ) • Administer funding to support the build out of infrastructure for zero emission trucks (HQ)
Prosperity	Foster partnerships to maximize transportation investments that improve quality of life
	• Host a Tribal Summit (or equivalent) (Districts 1, 2, 9) • Partner with local non-profits to plan and install vegetated barriers (District 10)
Employee Excellence	Cultivate continuous improvement & equitable workforce growth
	• Trainings on Design and Construction of ADA Improvements (Districts 1, 10, 4, 7, 9) • Inclusive Interview Training (HQ) • Mentorship Programs (HQ)

Building California's People First Future

Menu of Actions	Districts
Develop District Road Safety Infrastructure Plans	All Districts
Develop District Community Engagement Playbooks	All Districts
Host an Open Streets event	4, 7, 12
Engage disability-oriented groups during project development to identify accessibility needs	1, 2, & 6
Establish an external District Community Advisory Committee	11
Establish Tribal communication protocols and shared expectation documents for each tribe in the district	3, 4, & 5
Integrate Tribal Collaboration and consultation sections into District guidance documents	6
Develop District Community Engagement Playbook	All Districts
Cultural Resource Engagement Program	3 & 4
Host at least two annual trainings for small and Tribal business owners on Caltrans contracting	1, 2, 3, 4, 5, 6, 8, 9, 10, 11, & 12
Establish a Small Business Forum to strengthen partnerships with small business firms	1, 2, 3, 4, 11, & 12
Host an Annual Tribal Transportation Summit (or similar)	1, 2, & 9

Menu of Actions	Districts
Host at least two annual career or hiring events to recruit youth, rural residents, and Tribal members	All Districts (1-12)
Increase Minor A program funds allocated to ADA-related grievances and Complete Streets improvements	7
Initiate weekly or biweekly proactive litter removal in underserved communities	2, 4, & 10
Proactively manage sidewalk clearance with monthly field reviews and clearing	8 & 9
Provide three trainings annually on ADA design and construction	1, 10, 4, 7, & 9
Develop Tribal Cultural Humility Training for District staff	1 & 4
Designate a District Equity Committee member to track workforce equity actions	1, 3, 4, 6, 8, 10, & 12
Partner with HQ EEOP to develop workforce analysis reports and action plans	10 & 11
Host History and Heritage Celebrations honoring historically excluded communities	4, 7, 8, 10, 11, & 12
Develop district workforce analysis and action plans	10 & 11

Building California's People First Future

EXAMPLE HQ DIVISION ACTIONS

Action	Division
Update the Project Development Procedures Manual (PDPM) – engagement chapter(s)	Division of Project Management
Develop a Director's Policy for Community Engagement	Equity & Tribal Affairs
Develop an analytical tool to support the implementation of the Caltrans Equity Index (EQI)	Equity & Tribal Affairs
Launch Local Hire and Small Business Capacity-Building Initiative	Office of Civil Rights
Strengthen DVBE and SBE Program Integrity	Division of Construction
Finalize Director's Policy for Transit and Develop an Implementation Plan	Division of Transportation Planning
Administer NEVI and EVC RAA funding to deploy 50% of chargers in disadvantaged and low-income communities	Director's Office of Sustainability
Develop and deliver project planning and delivery process training for Tribes	Division of Environmental Analysis
Establish a streamlined process to identify eligible excess lands for affordable housing	Division of Right of Way and Land Surveys – Office of Affordable Housing
Conduct educational outreach on STEM and bridge engineering careers	Division of Engineering Services
Expand outreach and recruitment in underserved communities to diversify the Caltrans workforce	Division of Equipment

Coordination & Resources

IMPLEMENTATION & ACCOUNTABILITY

- Bi-annual reporting
- EAC & Native American Advisory Committee
- Community Engagement Coordinators, District Native American Liaisons & District Equity Leads
- Complete Streets Steering Committee
- Community Engagement Program Advisors
- Policy Boards & Hot Topics

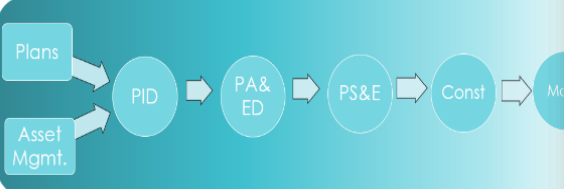
Equitable Engagement Toolbox



Public engagement is an essential component of transportation planning and project development, which should be adapted to the particular project phase, community-based circumstances, and affected stakeholders, with a particular focus on equity priority communities. Increasingly, staff across multiple divisions are taking on more public engagement activities in more areas, in support of the Department's strategic goals:

- Strategic Imperative 1 - Improve and expand community partnerships, especially in underserved communities.
- Strategic Imperative 2 - To the maximum extent feasible, align financial investments deliver on State goals and Caltrans' strategic outcomes while maintaining a fix-it-first approach and staying within existing funding frameworks.
- Strategic Imperative 3 - Commit to equity-focused actions that make advancements the areas of People, Programs and Projects, Partnerships, and Planet, as reference Caltrans' Equity Statement.

Engagement should be considered throughout the planning and project delivery process v much of the ability for change coming in the earlier stages of planning and project delivery.



Equitable Engagement Toolbox

Director's Office of Equity & Tribal Affairs (ETA)

DISTRICT 11

How-To Plan a Caltrans Open Street Event



About the Project

This guide outlines how-to plan and execute a community-wide open street event. An open streets event can help strengthen relationships and trust with communities through direct, meaningful, and transparent collaboration and by providing an opportunity to experience public space in a new way. The District 11(D11) External Affairs Division led two separate but complimentary open street events which they called "community closure" in San Diego (SD)—the [Caltrans Community Closure: Bike, Walk Beautifully SD](#) and the [43rd Street Ramps / I-805 Closure Event](#). These events provided meaningful opportunities for community members to reimagine roadways and connect with Caltrans. Community members had the unique opportunity to experience otherwise car-centric roadways as places for connection and collaboration. D11 External Affairs coordinated with the area's Maintenance Supervisor to align the open street event with scheduled operations. On the day of both events, highway and landscape crews performed routine maintenance duties such as swarm maintenance, litter removal, vegetation control, graffiti removal, and striping and bridge repair. The first event was in 2023 along State Route 15 (SR-15) between Harbor Drive and State Route 94 (SR-94).

Thank You!

Nailah Pope-Harden

Deputy Director

Director's Office of Equity & Tribal Affairs

Nailah.Pope.Harden@dot.ca.gov

Alexis Lantz

Assistant Deputy Director

Director's Office of Equity & Tribal Affairs

Alexis.Lantz@dot.ca.gov

Jinnae Looney

Equity Strategy Manager

Director's Office of Equity & Tribal Affairs

Jinnae.Looney@dot.ca.gov